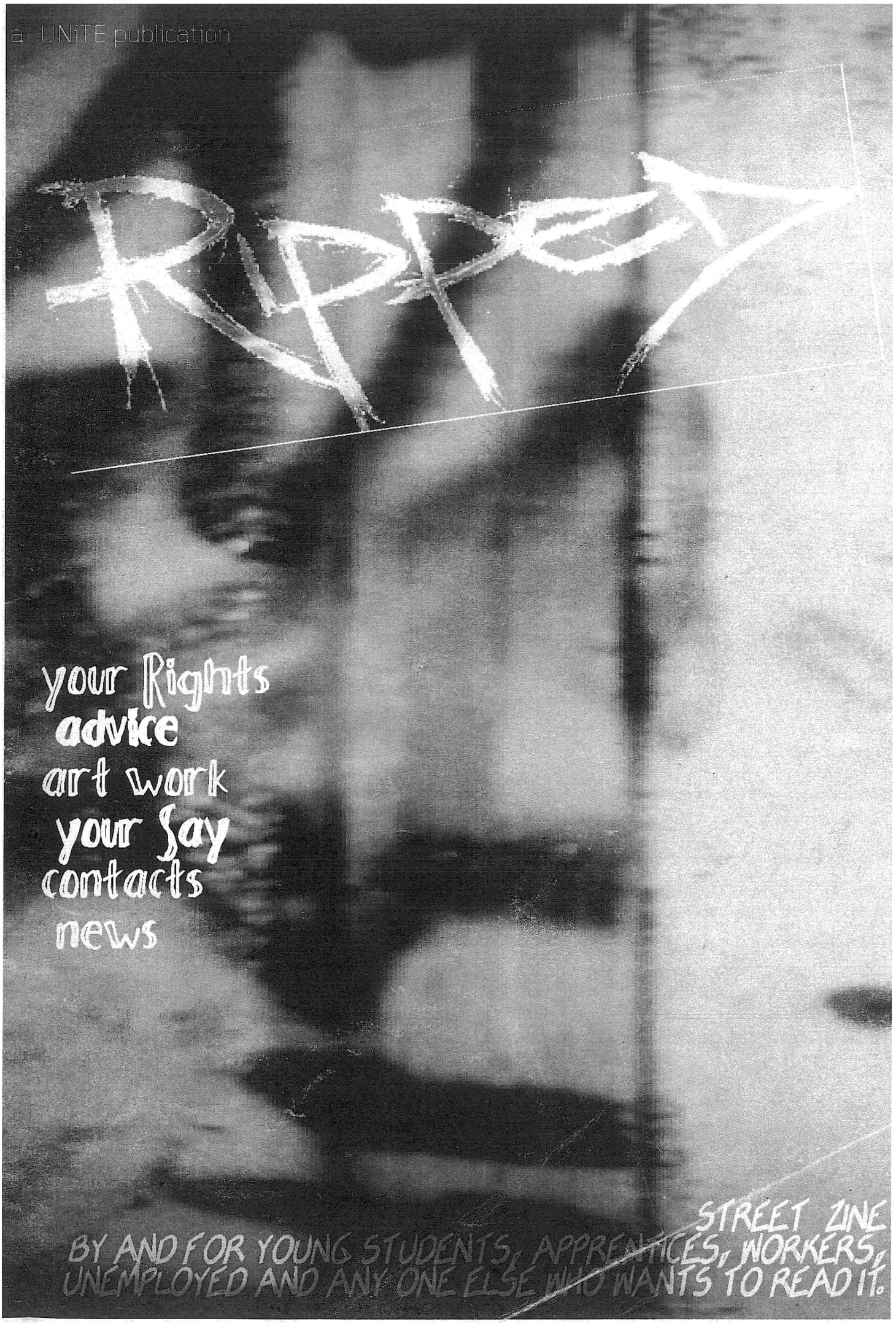
a UNiTE publication



your Rights
advice
art work
your Say
contacts
news

STREET ZINE
BY AND FOR YOUNG STUDENTS, APPRENTICES, WORKERS, UNEMPLOYED AND ANY ONE ELSE WHO WANTS TO READ IT.

submit your stuff to *Ripped*
info@unite.org.au
or send to PO Box. 1015
Collingwood VIC 3066
or call 9639 9111

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poverty

News and Views

STOP work STRIKE
150,00 MARCH on the Streets AGAINST HOWARD!

All of Australia's major cities were brought to a halt on June 30 - Over 150,000 workers marched through Melbourne on 30 June, against the imminent attacks of the Federal Government of John Howard under the new Industrial Relations legislation. As some workers left Trades Hall, in South Carlton, others had already arrived at Federation Square, 2 kms away! The rally showed to workers their potential power to resist the Howard's right wing government and the proposed attacks to destroy unions and our basic rights.

Public Transport - Fines hit the Roof

Whether its getting around town or to school or work, it already hurts big time at the hip pocket. Now, the multi million dollar transport monopolies like Connex have just increased their fines to a whopping $ 150 a pop! With more train cops around - some passenger telling stories of being accosted by packs of - what are ordinary city dwellers to do? At $ 5- 10 a day just to get around, who afford to leave the

if you have any news
from the street or political items send them
to us at *Ripped*

inof@unite.org.au or write to us at PO Box
1015 Collingwood 3066

YoUNG PEOPLE STAND UP TO HOWARD !

Young people stop the city to march against Howard:

The last day of school in Melbourne, Friday 24 June, before the mid-year break, saw a 500-strong student strike and demonstration against the John Howard government in Melbourne.

The attacks on education, training and industrial relations were highlighted as the three main ways that Howard is attacking young people. The increases in university fees, and the introduction of 'voluntary student unionism', will mean education will only be for the rich, and student services, and the right to organise on campus, will be diminished.

The lack of apprenticeships available for young people, and the deregulation of existing training programmes, means more youth will be locked into low paid jobs with no future. Changes to the industrial relations system will hit young people hardest, as many youth work in small businesses and non-unionised sectors. The June 24the student strike and protest was significant, as it was the first time in several years that high school students had got organised and stood up to the anti-youth and anti-worker policies of the Howard government!

Apprentice Chef Ripped Off

This is a shocker! Working as a Storeman at a fast food warehouse, the chain convinced him that he must have knowledge of food and took him on as an apprentice CHEF!! Working with powdered and pre prepared food. Now in his second year this young apprentice has never even been into a kitchen, yet will walk out with the same qualification as a restaurant chef and will be expected to know how to do in practice what he has only read about. This on top of the fact that the job where he is doing the apprenticeship is of no relevance to the training. This is a classic e.g.. of a young worker pushed into a shifty PRIVATE Training company apprenticeship so the Fast Food Chain doesn't have to pay the required rate of pay, just a shoddy 7 or 9 dollars an hour .apprentice wage.

AUSTRALIA'S SKILLS SHORTAGE

WHERE DO YOUNG WORKERS FIT IN?

There has been a lot of coverage in the mainstream press lately about Australia's skills shortage. Thousands of young workers will be asking themselves why then has it been so hard to find an apprenticeship or traineeship in recent years? And how did this shortage come about?

Anthony Main
Metal worker and AMWU shop steward

Everybody agrees that we have a skills shortage, there are however a few sections of society that need to have the blame laid directly on their shoulders.

Firstly the Howard government has contributed to this shortage through its dismal record on funding for the TAFE system. For example in the 2003/04 budget there was no increase in funding at all for the TAFE system. Many state budgets went even further and actually delivered a decrease in funding in real terms. This reflects the policies of privatisation and 'user pays' being applied to our training and education systems both at the state and federal levels. This is further proof that these policies are not working.

Secondly it's been obvious that the bosses have also failed to invest sufficiently in the TAFE system and in traditional apprenticeships to meet the demand for labour. The nature of employers is that they are usually very short sighted; only ever seeing as far as their profits.

They have prioritised lining their own pockets above training young people and this is seen in the massive amounts of profit business has made in recent years verses the massive drop in apprenticeship completion rates.

Even employer organisations are pointing out that in the skilled trade areas we now have completion of apprenticeship rates 24 per cent below what they were in 1996.

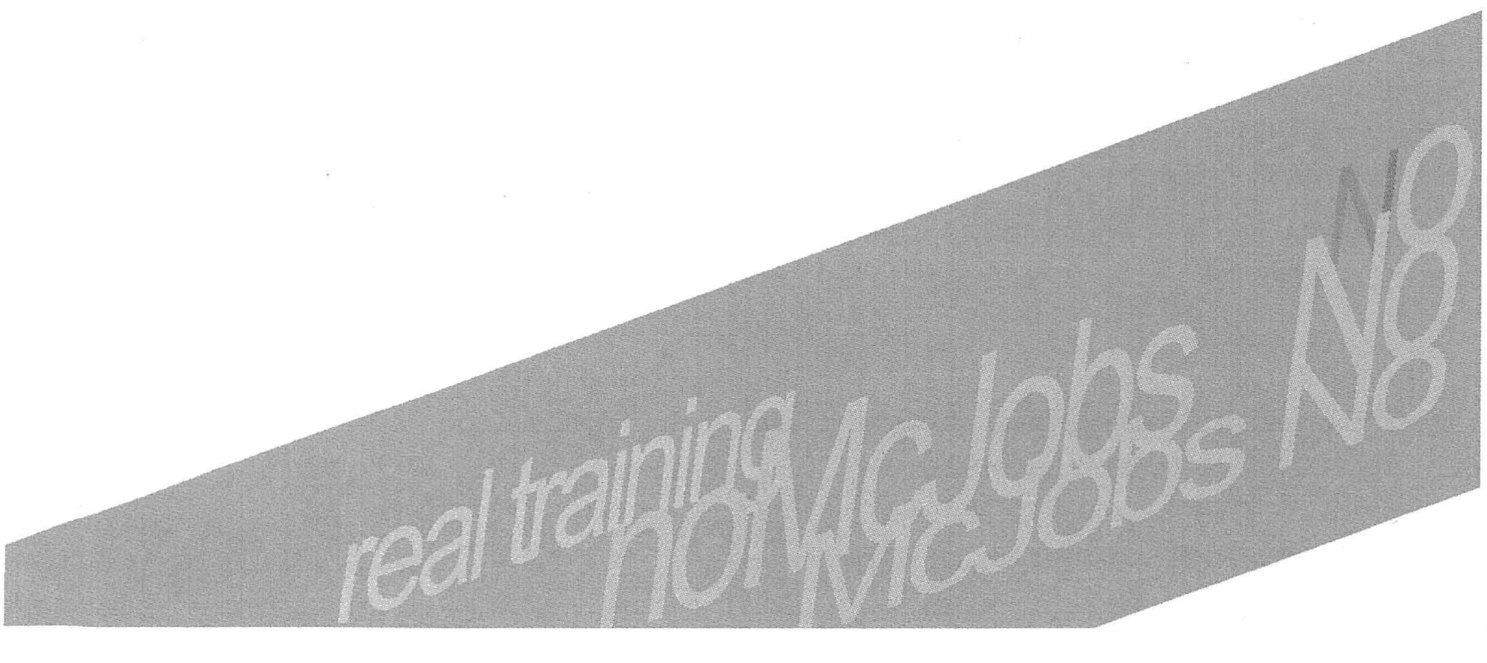
Apprenticeships and traineeships for years have also not been made attractive to young people. At the moment first year apprentices are barely paid more than the unemployment benefit and many young people could just not afford to live on such low pay. Also in many cases bosses use apprentices as another form of cheap labour exploiting their vulnerability and not providing them with thorough on the job training.

Unfortunately the Howard government doesn't have a program to solve this problem or the many other problems that young people face every day. On top of increasing the intake of skilled migrants, what is desperately needed is a massive boost in funding to the TAFE sector and a boost to the minimum wage. Young people need a genuine living wage inclusive for all students, apprentices and trainees and a well funded education system.

Employers also need to be held accountable for training young people and for ensuring they have jobs at the end of their time. A ratio of 1 apprentice for every 5 trades-people needs to be enforced and we must end deregulated and "in - house" apprenticeships. Employers must also pay for all costs involved in training including school fees, books, tools etc.

All of these suggestions could be brought in overnight but unfortunately Howard has no plans for such a program. His program includes further weakening workers rights and in particular the rights of young people. Howard is loyally serving the interests of big business and leaving working people by the wayside. One of the best ways to tip the balance back the other way is for young people to join the union movement and get involved in the fight back.

United we bargain, divided we beg



What Future?

"McJobs" a Dead End for Young Workers

You can find us throughout malls, fast food joints, retail stores, and phone centres across the country. We're the ones who pour the coffee, flip the burgers, and offer savings on long distance phone service. We are America's youth, and we are increasingly trapped in dead-end jobs that offer low wages and no future.

By Canyon Lalama, "Customer Service" Representative, Member of OPEIU Local 12, Minneapolis, Minnesota

Over 60% of workers aged 16-24 work in the retail or service industries. Young people provide big chains with a cheap and readily available workforce, and in return these companies provide their workers with low pay, grueling labor, and few benefits.

Seven out of ten new jobs created are "McJobs" in the retail and service sectors. In fact, McDonald's is now the largest employer of youth in the country. And while their CEO makes a whopping $2,670 per hour, the poverty rate for workers under 25 is nearly twice the national average.

Anyone who has worked in these positions knows how demanding they can be. Breaks are often few and far between. Long hours of standing add to the stress caused by short-tempered customers and authoritarian managers.

Wages for occupations such as cashiering, food preparation, and other youth jobs are often far lower than the national average. These jobs regularly pay the federal minimum wage of $5.15 per hour, which hasn't even been increased to keep up with inflation, let alone to provide a decent standard of living.

Unite against howard youth Festival...

SAT september 17th (First day of school holidays)
12pm-10pm at the old BLF building - ORR ST CARLTON.

live bands/hip hop street art competitions

political info and speeches on:

THE WAR IN IRAQ

IF YOU HATE WAR, DETENTION OF REFUGEES, JOHN HOWARD, GLOBILISATION THE DESTRUCTION OF THE ENVIROMENT & CAPITALISM AS A WHOLE, THEN COME TO THIS EVENT- GET ACTIVE AND MAKE YOUR VOICE HEARD.

VENEZUELA & BOLIVIA

REFUGEES

And heaps more...

IF YOU WANT TO GET INVOLVED IN ORGANISING & BUILDING THIS EVENT & PARTICIPATE IN ANY WAY- CONTACT UNiTE ON 96399111 OR

e-mail info@unite.org

HAVE YOUR SAY!

Photo by Meredith Jacka
Year 11, Princes Hill High

THE DODGY BOSS FILES

A GUIDE FOR WORKERS

Dodgy Boss Phrases to watch out

"Don't worry I'll pay your tax for you!"

This probably means they are paying you under the table, and pocketing the difference. Watch out for this one, you could be dumped with a huge tax bill at the end of the year

"I ll look after you (Babe), don't you trust me?"

But, heh the boss isn't your Dad! One of the worst lines ever. Basic conditions and standards such as safety and a decent wage are a *right* not a privilege

"I'm not sure how busy it will be tonight ... can I put you *on call* ? "

Possibly one of the worst line anyone wants to hear, basically its unpaid from of employment and outrageously unfair and you know it! If one boss gets away with it, they will all try this one on, this is casualisation at its worst.

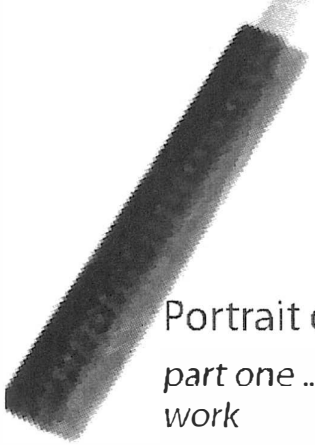
"I want you to sign an individual contract ... its called an *AWA* .... *Sign away your rights here X*

The only legal contract that allows workers to be paid below the bare *minimum* award rate! One of the most pernicious from of employment, you basically sign away your rights and miss out on penalty rates, *and* tricked into being locked in, will miss out on a wage increase when award rates rise, that is you are paid below the abre minimum, which we all know is too low anyway!

"I cant afford to pay your wages on time, can I pay you later?"

Another shocker, why should you wait when sell your "labour on credit"? You are expected to arrive on time after all. Under certain federal awards, if the boss keeps you waiting more than 15 minutes, you're entitled to be paid time and a half while you wait!

What is Casualisation?



Portrait of a casual

part one ... of our series on casual work

A Casual is ...

a worker who is paid by the hour, tecnnically it "temporary work'. The majority of casual workers however work in the same position for years on end, at least 54% of workers work in the same position for over a year

The main difference is that a permanent employee has an ongoing contract of employment of unspecified duration while a casual employee does not. A casual worker is expected to be available when required, yet the employer has no responsibility other than to pay for actual work done.

The new underclass?

Casual workers miss out on many basic and important rights and entitlements, and have far less protection and status than permanent workers:

Sick Leave: How many casual workers do you know who work when they are sick because they can not afford to miss out on a day's pay? Its not only unhealthy not having time off, it can cause long term health problems and impair you ability to work, and, if you injure yourself you may have to have unpaid time off, and your job might not be there when you recover.

Holidays: Everyone needs a rest, yet many casual workers have to save up for a holiday, or simply cant afford to take one at all - they may miss out on future work or fear losing their job when they get back. Working without a break is not only unfair, its inefficient, people work better when they have the ability to rest. yet on the casual treadmill they can just replace you with another!. Other leave entitlements casuals typically miss out on include; long service leave, parental leave and carers leave.

"I worked at a call centre for one of the top five multi-national companies in the world... when you are 'no longer required' ... they give you no warning or notice - one day you turn up to work to find your security pass just doesn't work.... its humiliating!"

Job Security: Casual workers have no entitlement to notification of retrenchment or access to severance payments. Casual workers are deprived of the ability to plan ahead. If you don't know if you will have a job tomorrow and as you don't have to be warned, this puts far too much power in hands of the boss.

Why are nearly 30% of the workforce and over 41 % of young people working without the most basic rights ? Australia has the second highest rate of casualisation in the world and its increasing at an alarming rate... What does it mean to be working under casual conditions - and is this future we can look forward to ?

Unfair Dismissal: Casual workers have only a limited case for compensation or re-instatement. Casuals have very little access to unfair dismissal laws, they are far more vulnerable to the boss deciding suddenly they no longer like you, that maybe they just want to hire someone younger (and cheaper), or because you spoke out about safety conditions at work, suddenly you are written off the roster.

Howard wants to eradicate unfair dismissal laws...no worker in a small business of less than 100 employees will have recourse to unfair dismissal laws - which means workers can be easily sacked without reason or warning - This will result in even more people being forced to work in casual conditions with little protection or rights!

Stability: Casual workers are penalised on their insecure income. As a casual it is near impossible to get bank loans of any sort, let alone buy a house, this makes it even more difficult to get ahead. Plus casual workers miss out on the security of knowing whether or not they will be able to even be able to pay their rent from week to week. Casual workers, are permanently at leat, potentially at a constantly on the knife edge when it comes to surviving , as their is a constant threat of homelessness or real poverty.

Inferior Status: Casuals are essentially treated as second class in the work place, this affects the ability to speak out, dividing the work-force even further between permanent and casual employees - haves and have nots. Yet, permanent workers are at threat now too, as their jobs too are becoming casualised

Safety: Casual workers are more vulnerable as they are less able to speak out. As a result, casual workers are more likely to work in unsafe conditions, to experience harassment and work in substandard or intolerable conditions and are even subject to abuse, due to the fact that they work in constant fear of losing their job.

... Only 45.3% of casuals who have been in their job for more than a year received any training in the past 12 months

No real Training: Casuals receive little or no job training - compared to 75% of permanent workers.

This de-skilling of the work force, combined with the high price of education due to privatisation, and the growing number of unskilled service jobs, is accelerating the growing inequities in society. Casual workers experience a lack of job satisfaction, and are less likely to invest pride in a job that is insecure, and where your work is undervalued.

The end of the eight hour day?
Four hour shifts, or 12 hour days ... no work one week ... 70 hours the next! Workers struggled and won the eight hour day in 1856 yet, now workers have to work short shifts in two or three jobs, late nights uncompensated or alternatively work long hours. Even distribution of work is required, and a return to the eight hour day and the 35 hour week.

wage slave weekly

classifieds

Positions Vacant

Desperate workers wanted to fill increasing number of low paid, casual jobs. Employer flexibility- you work when we say! No guarantee of hours provided. Job insecurity assured, resulting in precarious existence in all areas of your life. Basic rights and conditions like OH&S not necessarily provided. IF YOU SPEAK OUT-YOU'RE OUT!!!

Contact your local capitalist cockroach on 9666-666

LOST AND FOUND

LOST: Ability to speak out against unsafe working conditions and not receiving basic rights and pay as a result of casualisation, isolation and unfair dismissal laws.

FOUND: Strength in collective action in the workplace and need for unionisation

WANTED

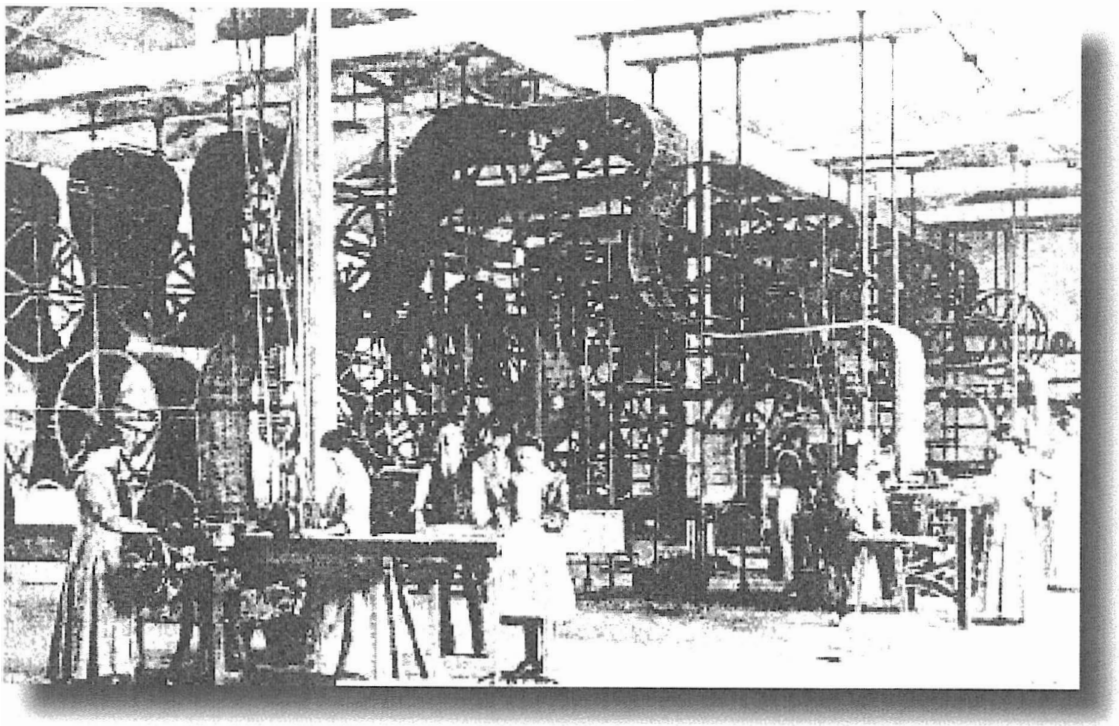
Have you seen this person? Last seen running off with your hard earned wages, including holiday and sick pay. Often goes by the name 'THE BOSS' yet fails to provide decent pay and conditions. Drives an expensive car but always claims to be broke. if you have had contact with someone fitting this description, contact UNiTE immediately on 96399111 or info@unite.org

CHILDCARE

One of the lowest paid industries, yet most important services in the community. Under further threat from de-skilling of the industry, privatisation and further cuts to funding from all levels of government

Big Bucks Coffee *Now Hiring!!*

history piece ...



match workers at the Bryant & May Matchworks Factory, Church St, Richmond 1911

Match girls Strike!

A 1918 study found more than half of women were in a paid occupation. Their wages were never adequate for self- support and always required the supplement of spouses' or father's income.

One Melbourne manufacturer during a wage dispute in 1910 refused to consider the demands of its women workers as 'they had homes, and fathers and brothers and mothers to keep them!

Throughout the strike , the Bryant & May management continued to make wild claims concerning the wages paid to its female employees. The 36 young women were striking for an increase in piece-rates. 'The Age' remarked upon the efficient organisation of the Matchworkers' Union and the fierce determination displayed by the picketing match girls.

The women on strike at Bryant & May were employed as shoulderers, for which they were paid piece rates. To the shoulderers attempting to live in Melbourne in 1911, the gap between barely surviving an living decently could be bridged by an increase in their piece-rate.

This company, like other Victorian manufacturers, was unwilling to admit the extent to which its exploited its female workers.

1907 The Minimum Basic Wage is established in the HarvesterAward.

1930 Women are receiving 54% of male wage rates.

1939 Work based child care facilities are provided and most receive 90% of male rates

Art Work

If you have something you want to show the world, and know that the usual channels are 'off limits' for all but the 'chosen few' (and by no means are they the talented ones) .
submit your work to *Ripped*. there are no restrictions on topic, style or anything. just as long as it can be scanned or digitally reproduced. send us a copy of your work to RIPPED PO box 1015 Collingwood, Melbourne 3066.

Self portrait, aged 16

CHARCOAL, AND PHOTOSHOP BY
Anonymous

a page of politics.

WAR IN IRAQ:

At the same time vice president Dick Cheney said the insurgency was in its "last throes", the CIA contradicted him in a report saying Iraqi fighters had improved their methods and that Iraq risks becoming a training ground for terror across the world.

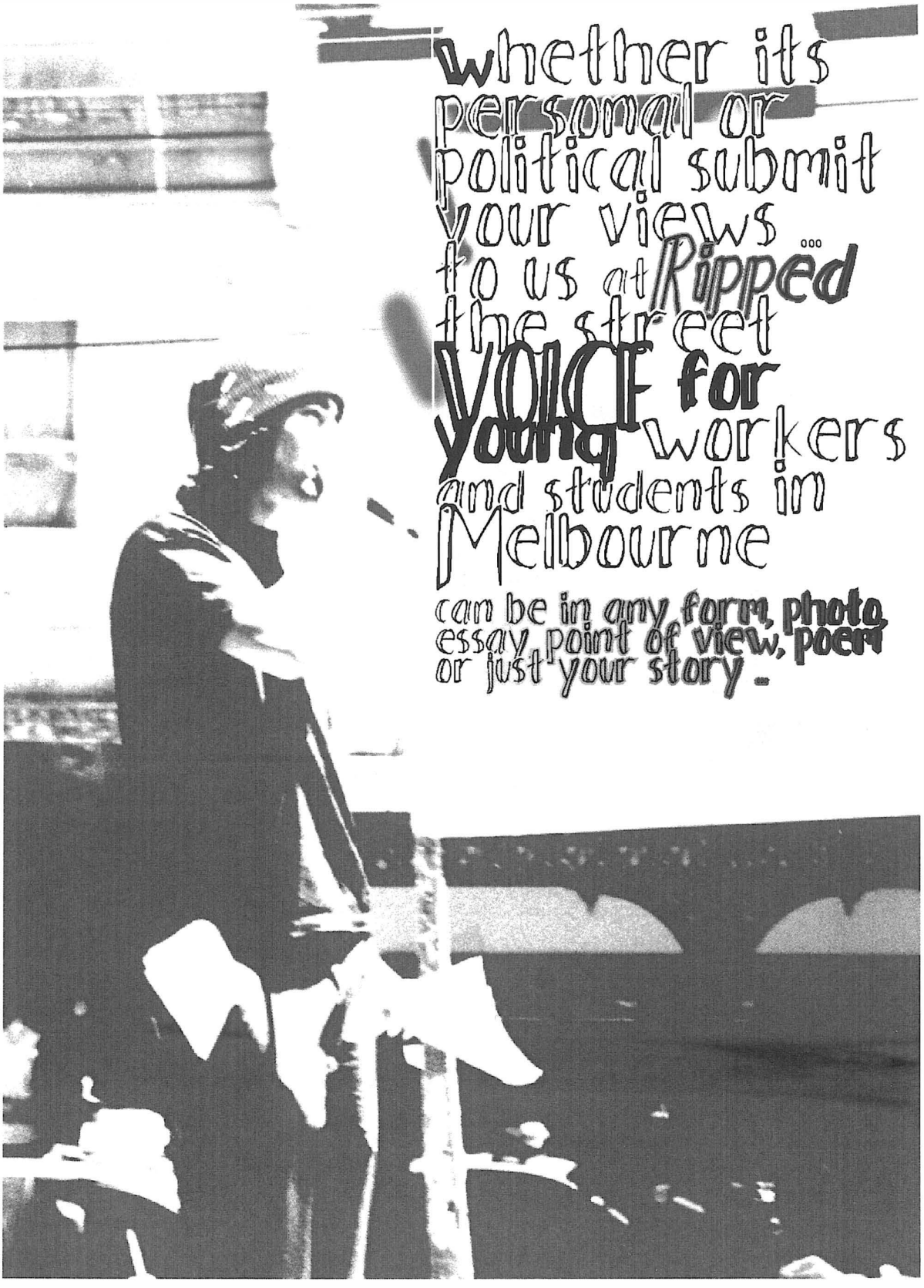
Horrific facts speak louder than words - Insurgent attacks number 60-70 per week including 30 car bombs. In June alone, 700 Iraqis were killed and each day 2-3 US soldiers are killed on average.

With a death toll approaching 2000 US military since the war began and an Iraqi civilian death toll estimated at over **100,000 !** Revelations that Bush & Blair secretly began the war on Iraq months before it was officially declared are spreading and suspicion about the Governments motives grows ever more (though it seems obvious to most of us).

Troops Must be Withdrawn Now! And Iraqi people given the right to decide their own future. Far from the excuse that to pull out would *cause* a Civil War, it is imperialisms intervention & continued occupation of Iraq that is laying the basis for such an outcome.

If you have a political news item or point of view you would like to see in this slot, then send it in to info@unite.org or RIPPED - PO Box 1015 Collingwood 3066

Linocut, by Ico Licciardi,
year 11, Princes Hill Secondary College



whether its personal or political submit your views ... to us at Ripped the street VOICE for young workers and students in Melbourne

can be in any form, photo essay, point of view, poem or just your story.

your Rights at work

whether you work casual, part - time are new to work or about to start work for someone - here are some of these very basic rights all workers are entitled to ...

Pay-slips - Employers must provide their employees with a pay slip at the time of giving the employee his or her pay, containing information about the employee's hours, gross and net pay. its illegal not provide one- it should include:

The date of payment.
The period covered by the payment.
The hours worked during the pay period.
All deductions made, e.g. amount of tax and union fees (if applicable).
Superannuation payments made by the employer.
Gross pay (before tax).
Net pay (after tax and other deductions).
The make up of the pay, e.g. ordinary hours and overtime.

Overtime - Entitlement to payment for work performed in excess of 38 hours a week. You are entitled to *every* hour you work over this amount (- contact your union for penalty rates and other info.)

Meal Breaks - A meal break of not less than 30 minutes, after 5 hours continuous employment.

Freedom from discrimination - this includes discrimination such as ...

Age
Lawful sexual activity
Sex
Racial or ethnic origin
Religious beliefs
Pregnancy
Industrial activity - such as joining a union
Physical features
Disability
Political beliefs or activity
Marital, parental or carer status
Personal association with someone possessing any of the above attributes
Sexual harassment is also a form of unlawful discrimination.

Underpayment

It's actually quite common , it can include unpaid wages , unpaid over time or unpaid penalty rates..
When a person is paid less than the minimum rate set, it's called underpayment. If an employee is being underpaid, or not paid at all they can recover the money that is owed to them.

Safety - the right to work in a safe environment -

The Occupational Health and Safety Act 1985 is the Victorian law covering workplace health and safety. It imposes broad duties on employers, including the duty to provide and maintain a safe work environment that is free from risk for employees.
Work injuries and even deaths at work are not as uncommon as you may think, your safety and health and those you work with should always be your first concern - remember... no job is worth it

You have the right to join a union

- its illegal for your employer to dismiss you or to refuse to hire you on this basis .

Trial Work - you are entitled to be paid - it illegal not to pay for a trial period, even if its only a short shift or you do get the job ... Certainly watch out for this as its actually quite a widespread practice for some employers to use workers on trial as free labour!

for further info or advice contact your union, or Unite or see contacts page___

contacts

for more info on your rights

Jobwatch - community legal centre
9662 1933 or 1800 331 617
www.jobwatch.org.au
Job Watch is a telephone advice service providing advice and/ or referrals about your employment law or industrial relation problems.

ACTU Worklink
- to get help in contacting a union.
1300 362 223
www.actu.asn.au

Apprenticeship Administration Branch Information Line
1300 722 603
www.otte.vic.gov.au/apprenticeships/newapps/

Centre Against Sexual Assault
- for referral to closest CASA
(03) 9344 2210
(03) 9349 1766 or 1800 806 292
www.rch.unimelb.edu.au/casa/

Frontyard Youth Services
19 King Street, Melbourne (near Flinders Lane)
Phone: 9611 2411 or 1800 800 531
www.frontyard.org

Equal Opportunity Commission of Victoria
(03) 9281 7100
1800 134 142
www.eoc.vic.gov.au

Victorian TAFE Students and Apprentices Network
(03) 9639 6442

Unite - Casual n Young workers organisation
info@unite.org.au
www.unite.org.au
for advice or referral and support, or information, run by and for young workers

Wageline
1300 363 264
www.wagenet.gov.au
Federal Department of Employment, Workplace Relations and Small Business site, providing some access to wages and conditions of employment information

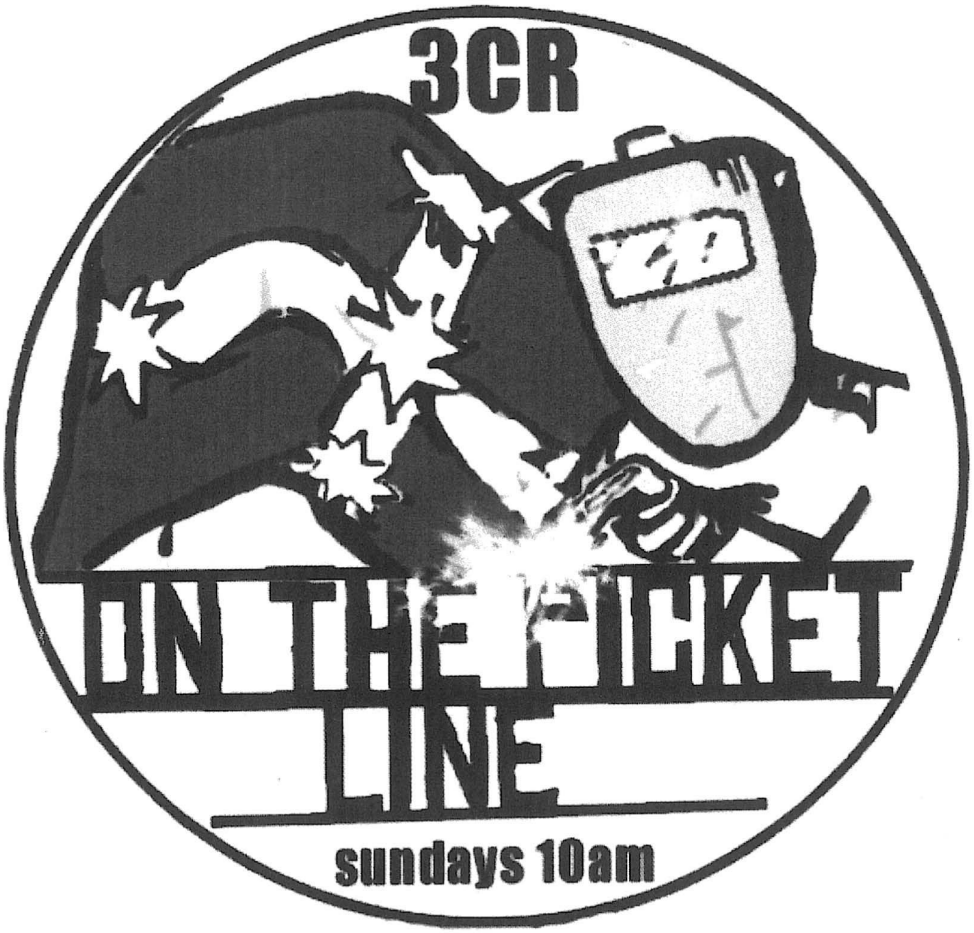
Youth Rights at Work
http://www.youth.vic.gov.au/youthatwork/
info on your basic entitlements at work

Youth Law
(03) 9611 2412
www.youthlaw.asn.au

Women's Information Referral Exchange
free advice line for womens issues
1300 134 130
TTY 9654 5124
www.wire.org.au

International Labour Organisation
www.ilo.org

Labour Start
www.labourstart.org.
An international labour movement startpage, provided by Labour and Society International for the international trade union movement.



3CR's 'On the Picket Line' show
10am every Sunday
Live on Melbourne Radio station 3CR 855AM

A broad based rank and file trade union show produced by members for members

To get your workplace story on air or to get involved with the show contact Anthony on 0417368215

'Workers of the world unite - you've got nothing to lose but your chains'

this has been a UNiTE publication
info @ unite.org.au